



**American
Nurses**
Enterprise

**AMERICAN NURSES ASSOCIATION, INC.
AND AFFILIATES**

**Consolidated Financial Statements and
Supplementary Information**

For the Years Ended December 31, 2024 and 2023



**and
Report Thereon**



AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

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Independent Auditors' Report

The Board of Directors of
American Nurses Association, Inc.
and Affiliates

Opinion

We have audited the consolidated financial statements of American Nurses Association, Inc. (the Association) and its Affiliates, the American Nurses Foundation, Inc. (the Foundation), the American Nurses Credentialing Center (ANCC), the American Academy of Nursing (the Academy), the American Nurses Association – Political Action Committee (the PAC), the American Nurses Association – Service Corp (the Service Corp) and the Institute for Nursing Research and Education (INRE) (collectively referred to as the Organization), which comprise the consolidated statement of financial position as of December 31, 2024, and the related consolidated statements of activities, functional expenses and cash flows for the year then ended, and the related notes to the consolidated financial statements (collectively referred to as the “financial statements”).

In our opinion, based on our audit and the report of the other auditors, the accompanying financial statements present fairly, in all material respects, the consolidated financial position of the Organization as of December 31, 2024, and the consolidated changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

We did not audit the financial statements of the Academy, a controlled affiliate, which statements reflect total assets constituting 4% of consolidated total assets at December 31, 2024, and total revenue and support constituting 4% of consolidated total revenue and support for the year then ended. Those statements were audited by other auditors, whose report have been furnished to us, and our opinion, insofar as it relates to the amounts included for the Academy, is based solely on the report of the other auditors.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (“GAAS”). Our responsibilities under those standards are further described in the Auditors’ Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Organization and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Prior Period Financial Statements

The financial statements of the Organization as of and for the year ended December 31, 2023, were audited by Marcum LLP, whose report dated September 6, 2024, expressed an unmodified opinion on those statements. Marcum LLP did not audit the financial statements of the Academy, a controlled affiliate, which statements reflect total assets constituting 6% of consolidated total assets at December 31, 2023, and total revenue and support constituting 4% of consolidated total revenue and support for the year then ended. Those statements were audited by other auditors, whose report has been furnished to Marcum LLP, and whose opinion, insofar as it relates to the amounts included for the Academy, is based solely on the report of the other auditors.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The 2024 consolidating information on pages 32 and 34 is presented for the purpose of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The 2024 information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the accompanying 2024 supplementary information, which insofar as it relates to the Academy, is based on the report of other auditors, is fairly stated, in all material respects, in relation to the financial statements as a whole. The 2023 consolidating information on pages 33 and 35 was subjected to the auditing procedures applied in the 2023 audit of the basic financial statements by Marcum LLP, whose report dated September 6, 2024 stated that the information, which insofar as it relates to the Academy, was based on the report of other auditors, was fairly stated in all material respects in relation to the 2023 financial statements as a whole.

CBIZ CPAs P.C.

Washington, DC
September 3, 2025

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

December 31, 2024 and 2023

(in Thousands)

	2024	2023
ASSETS		
Cash and cash equivalents	\$ 8,808	\$ 10,291
Restricted cash	4,224	-
Accounts receivable, net of expected credit losses of \$151	16,249	12,164
Grants and contributions receivable	1,350	3,998
Inventory	693	531
Prepaid expenses, pension asset and other assets	3,610	4,964
Investments	116,520	111,695
Investment in LLC	-	425
Grant advances	3,212	2,296
Right of use assets – operating	12,316	4,455
Property and equipment, net	18,402	6,759
	<u>18,402</u>	<u>6,759</u>
TOTAL ASSETS	<u>\$ 185,384</u>	<u>\$ 157,578</u>
LIABILITIES AND NET ASSETS		
Liabilities		
Dues collected on behalf of Constituent/State Nurses Association	\$ 959	\$ 941
Accounts payable and accrued expenses	7,763	4,693
Accrued salary, vacation, pension obligation and related expenses	4,232	5,061
Grants payable	24	24
Contract liabilities	9,676	9,046
Refundable advances	1,015	882
Loan payable	12,180	-
Operating lease liabilities	12,923	5,741
	<u>12,923</u>	<u>5,741</u>
TOTAL LIABILITIES	<u>48,772</u>	<u>26,388</u>
Net Assets		
Without donor restrictions		
Undesignated	55,720	51,212
Designated	60,532	55,032
	<u>60,532</u>	<u>55,032</u>
Total Net Assets Without Donor Restrictions	<u>116,252</u>	<u>106,244</u>
With donor restrictions	<u>20,360</u>	<u>24,946</u>
TOTAL NET ASSETS	<u>136,612</u>	<u>131,190</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 185,384</u>	<u>\$ 157,578</u>

The accompanying notes are an integral part of these consolidated financial statements.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

CONSOLIDATED STATEMENTS OF ACTIVITIES
For the Years Ended December 31, 2024 and 2023

(in Thousands)

	2024			2023		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
REVENUE AND SUPPORT						
Credentialing services and programs	\$ 64,231	\$ -	\$ 64,231	\$ 57,949	\$ -	\$ 57,949
Membership dues	20,785	-	20,785	19,933	-	19,933
Conference fees	21,241	14	21,255	19,381	-	19,381
Contributions, grants and contracts	3,414	2,114	5,528	4,413	2,890	7,303
Products and services	2,024	-	2,024	2,757	-	2,757
Publication sales	2,121	-	2,121	2,096	-	2,096
Other income	498	-	498	440	-	440
Rental income	-	-	-	432	-	432
In-kind contributions	56	-	56	-	-	-
Net assets released from restrictions:						
Satisfaction of program and time restrictions	7,571	(7,571)	-	9,061	(9,061)	-
TOTAL REVENUE AND SUPPORT	121,941	(5,443)	116,498	116,462	(6,171)	110,291
EXPENSES						
Program Services:						
Certification	24,612	-	24,612	21,191	-	21,191
Products and conferences	23,990	-	23,990	22,084	-	22,084
Recognition programs	19,693	-	19,693	15,505	-	15,505
Programs and special initiatives	10,007	-	10,007	8,817	-	8,817
Member services and programs	9,681	-	9,681	11,235	-	11,235
Grant award programs	8,106	-	8,106	10,284	-	10,284
Accreditation	5,367	-	5,367	4,733	-	4,733
Services and programs	1,574	-	1,574	1,226	-	1,226
Contributions to Political Candidates	243	-	243	229	-	229
Total Program Services	103,273	-	103,273	95,304	-	95,304
Supporting Services:						
Governance and general administration	17,728	-	17,728	13,865	-	13,865
Fundraising	1,316	-	1,316	1,965	-	1,965
Total Supporting Services	19,044	-	19,044	15,830	-	15,830
TOTAL EXPENSES	122,317	-	122,317	111,134	-	111,134
Change in Net Assets From Operations	(376)	(5,443)	(5,819)	5,328	(6,171)	(843)
NONOPERATING ITEMS						
Investment return	10,384	857	11,241	12,896	1,110	14,006
Impairment loss on investment in LLC	-	-	-	(785)	-	(785)
TOTAL NONOPERATING ITEMS	10,384	857	11,241	12,111	1,110	13,221
CHANGE IN NET ASSETS	10,008	(4,586)	5,422	17,439	(5,061)	12,378
NET ASSETS, BEGINNING OF YEAR	106,244	24,946	131,190	88,805	30,007	118,812
NET ASSETS, END OF YEAR	\$ 116,252	\$ 20,360	\$ 136,612	\$ 106,244	\$ 24,946	\$ 131,190

The accompanying notes are an integral part of these consolidated financial statements.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

For the Year Ended December 31, 2024

(in Thousands)

	Program Services								Supporting Services				Total Expenses	
	Certification	Products and Conferences	Recognition Programs	Programs and Special Initiatives	Member Services and Programs	Grant Award Programs	Accreditation	Services and Programs	Contributions to Political Candidates	Total Program Services	Governance and General Administration	Fundraising		Total Supporting Services
Salaries and fringe benefits	\$ 12,437	\$ 6,695	\$ 9,116	\$ 6,026	\$ 2,673	\$ 1,229	\$ 2,870	\$ 783	\$ -	\$ 41,829	\$ 8,696	\$ 754	\$ 9,450	\$ 51,279
Professional fees	5,389	5,714	6,176	1,578	981	546	761	126	-	21,271	3,550	263	3,813	25,084
Facilities, equipment, software and insurance	2,423	1,594	1,665	816	515	90	455	110	-	7,668	2,579	137	2,716	10,384
Travel	740	3,412	828	570	82	278	685	22	-	6,617	524	58	582	7,199
Grant awards	-	-	94	90	-	5,627	52	148	-	6,011	-	-	-	6,011
Meeting expenses	84	3,912	93	87	11	74	108	251	-	4,620	210	7	217	4,837
Printing and advertising	150	647	309	152	2,728	25	58	6	-	4,075	203	22	225	4,300
Depreciation and amortization	505	417	404	70	84	9	110	22	-	1,621	808	13	821	2,442
Interest, bank and credit card fees	1,340	499	163	2	211	-	11	12	-	2,238	27	23	50	2,288
Dues, subscription, and registration fees	417	320	285	200	108	26	88	1	-	1,445	507	18	525	1,970
Postage and fulfillment	355	69	8	7	1,277	-	9	-	-	1,725	14	5	19	1,744
Other expenses	119	356	315	306	181	21	76	79	-	1,453	209	4	213	1,666
Data and voice services, and office supplies	186	227	143	37	758	5	59	14	-	1,429	219	11	230	1,659
Temporary help	454	117	83	14	70	176	22	-	-	936	161	1	162	1,098
Contributions	-	-	-	50	-	-	-	-	243	293	-	-	-	293
Loss on disposal of property and equipment	13	11	11	2	2	-	3	-	-	42	21	-	21	63
TOTAL EXPENSES	\$ 24,612	\$ 23,990	\$ 19,693	\$ 10,007	\$ 9,681	\$ 8,106	\$ 5,367	\$ 1,574	\$ 243	\$ 103,273	\$ 17,728	\$ 1,316	\$ 19,044	\$ 122,317

The accompanying notes are an integral part of these consolidated financial statements.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

For the Year Ended December 31, 2023

(in Thousands)

	Program Services							Supporting Services					Total Expenses	
	Certification	Products and Conferences	Recognition Programs	Programs and Special Initiatives	Member Services and Programs	Grant Award Programs	Accreditation	Services and Programs	Contributions to Political Candidates	Total Program Services	Governance and General Administration	Fundraising		Total Supporting Services
Salaries and fringe benefits	\$ 10,674	\$ 6,231	\$ 7,470	\$ 5,551	\$ 2,948	\$ 1,580	\$ 2,733	\$ 650	\$ -	\$ 37,837	\$ 7,352	\$ 661	\$ 8,013	\$ 45,850
Professional fees	4,091	4,478	4,708	1,378	2,680	1,160	663	70	-	19,228	2,158	560	2,718	21,946
Facilities, equipment, software and insurance	2,237	1,447	1,418	742	503	90	416	95	-	6,948	2,065	62	2,127	9,075
Grant awards	-	2	51	-	-	6,509	51	110	-	6,723	3	34	37	6,760
Meeting expenses	150	5,031	314	68	19	45	96	66	-	5,789	206	306	512	6,301
Travel	478	2,086	587	580	83	319	423	15	-	4,571	349	77	426	4,997
Printing and advertising	81	757	62	50	2,537	224	19	5	-	3,735	118	118	236	3,971
Interest expense, bank and credit card fees	1,224	487	23	3	294	1	6	11	-	2,049	32	36	68	2,117
Other expenses	161	563	204	99	138	40	102	165	-	1,472	352	29	381	1,853
Data and voice services, and office supplies	289	275	155	42	798	19	71	13	-	1,662	269	30	299	1,961
Temporary help	833	143	120	14	20	246	23	-	-	1,399	155	2	157	1,556
Postage and fulfillment	313	95	10	7	1,088	2	5	-	-	1,520	18	9	27	1,547
Dues, subscription, and registration fees	354	224	159	237	65	32	57	-	-	1,128	319	24	343	1,471
Depreciation and amortization	291	252	213	39	60	7	65	26	-	953	447	12	459	1,412
Write-off	15	13	11	2	2	-	3	-	-	46	22	-	22	68
Contributions	-	-	-	5	-	10	-	-	229	244	-	5	5	249
TOTAL EXPENSES	\$ 21,191	\$ 22,084	\$ 15,505	\$ 8,817	\$ 11,235	\$ 10,284	\$ 4,733	\$ 1,226	\$ 229	\$ 95,304	\$ 13,865	\$ 1,965	\$ 15,830	\$ 111,134

The accompanying notes are an integral part of these consolidated financial statements.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

**CONSOLIDATED STATEMENTS OF CASH FLOWS
For the Years Ended December 31, 2024 and 2023**

(in Thousands)

	2024	2023
CASH FLOW FROM OPERATING ACTIVITIES		
Change in net assets	\$ 5,422	\$ 12,378
Adjustments to reconcile change in net assets to net cash (used in) provided by operating activities:		
Change in discount of grants and contributions receivable	-	(60)
Net realized and unrealized gains on investments	(7,967)	(10,992)
Depreciation and amortization	2,442	1,412
Amortization of right of use assets	3,057	3,470
Impairment loss on investment in LLC	-	785
Loss on disposal of property and equipment	63	70
Changes in assets and liabilities:		
Accounts receivable	(4,085)	(4,386)
Grants and contributions receivable	2,648	4,355
Inventory	(162)	(30)
Prepaid expenses and other assets	1,354	(2,434)
Grant advances	(916)	561
Dues collected on behalf of Constituent/State Nurses Association	18	8
Accounts payable and accrued expenses	1,342	803
Grants payable	-	(3)
Accrued salary, vacation, pension obligation and related expenses	(829)	879
Contract liabilities	630	770
Refundable advances	133	218
Operating lease liabilities	(3,736)	(4,151)
NET CASH (USED IN) PROVIDED BY OPERATING ACTIVITIES	<u>(586)</u>	<u>3,653</u>
CASH FLOW FROM INVESTING ACTIVITIES		
Purchases of investments	(33,829)	(23,494)
Proceeds from sales of investments	31,531	21,965
Purchases of property and equipment	<u>(12,420)</u>	<u>(2,308)</u>
NET CASH USED IN INVESTING ACTIVITIES	<u>(14,718)</u>	<u>(3,837)</u>
CASH FLOW FROM FINANCING ACTIVITIES		
Proceeds from loan payable	12,500	-
Payments of loan payable	<u>(320)</u>	<u>-</u>
NET CASH PROVIDED BY FINANCING ACTIVITIES	<u>12,180</u>	<u>-</u>
NET DECREASE IN CASH AND CASH EQUIVALENTS	(3,124)	(184)
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR	<u>17,303</u>	<u>17,487</u>
CASH AND CASH EQUIVALENTS, END OF YEAR	<u>\$ 14,179</u>	<u>\$ 17,303</u>
Cash and cash equivalents	\$ 8,808	\$ 10,291
Cash and cash equivalents in investments	1,147	7,012
Restricted cash	<u>4,224</u>	<u>-</u>
CASH AND CASH EQUIVALENTS, END OF YEAR	<u>\$ 14,179</u>	<u>\$ 17,303</u>
SUPPLEMENTAL INFORMATION		
Noncash investing and financing activities:		
Additions to property and equipment included in accounts payable and accrued expenses	<u>\$ 1,770</u>	<u>\$ 42</u>
Right-of-use asset obtained in exchange for lease liability	<u>\$ 10,918</u>	<u>\$ -</u>

The accompanying notes are an integral part of these consolidated financial statements.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS For the Years Ended December 31, 2024 and 2023

1. Organization and Summary of Significant Accounting Policies

Organization

The American Nurses Association, Inc. (the Association) is a national professional membership organization for registered nurses. The Association was organized to advance and promote the improvement of health and nursing standards, stimulate and promote the professional development of nurses and advance the economic and general welfare of nurses. The Association has nurse members in all 50 states, the District of Columbia and territories of Guam and the Virgin Islands.

The Association functions as a modified federation. The Association has approximately 221,000 nurse members. The Association's bylaws and the related policy of the Membership Assembly provide that each Constituent/State Nurses Association (C/SNA) support the Association based on a proportionate share of dues income received from individual members. Approximately 40% and 39% of membership dues revenue received in both 2024 and 2023 came from the five largest C/SNAs, respectively.

The American Nurses Foundation, Inc. (the Foundation) was established in 1955 as the scientific research, educational and charitable affiliate of the Association. The Foundation's main purpose is to provide grants to support education and research in areas affecting registered nurses, patient care, and health care in general.

The American Nurses Credentialing Center (ANCC) was incorporated in 1990 to perform the professional credentialing functions previously performed by the Association. ANCC's mission is to promote and enhance public health by certifying nurses and accrediting organizations using the Association's standards. Additionally, ANCC works towards maintaining and validating nurses' certifications through providing education programs; disseminating information on credentialing programs; and conducting research on various credentialing issues.

The American Academy of Nursing (the Academy) was incorporated in the District of Columbia on December 27, 1999. The Academy's mission is to serve the public and nursing profession by advancing health policy and practice through the generation synthesis and dissemination of nursing knowledge.

The American Nurses Association – Political Action Committee (the PAC), an unincorporated political action committee organized in 1974, is organized and operates in accordance with the Federal Election Campaign Act of 1971 (as amended). The constitution and by-laws require that the organization be politically nonpartisan and work for the fulfillment of the legislative objectives of the Association.

The American Nurses Association – Service Corp (the Service Corp) was established in 2005 as the for-profit subsidiary of the Association. The Service Corp was inactive during the years ended December 31, 2024 and 2023, and has no carrying equity balance.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

For the Years Ended December 31, 2024 and 2023

1. Organization and Summary of Significant Accounting Policies (continued)

Organization (continued)

The Institute for Nursing Research and Education (INRE) was established in 2008 and is a not-for-profit subsidiary of the Association. INRE was inactive during the years ended December 31, 2024 and 2023, and has no carrying net asset balance. The Association dissolved INRE effective January 4, 2024.

Principles of Consolidation

The consolidated financial statements include the accounts of the Association, the Foundation, ANCC, the Academy, the PAC, the Service Corporation and INRE (collectively referred to as the Organization). The entities have been consolidated due to the presence of effective control and economic interest, as required under the accounting principles generally accepted in the United States of America (GAAP). Intercompany accounts and transactions have been eliminated in consolidation.

Basis of Accounting

The consolidated financial statements are prepared on the accrual basis of accounting in accordance with GAAP. As such, revenues are recognized when earned and expenses are recognized when the underlying obligations are incurred.

Cash Equivalents

The Organization considers all highly liquid instruments which have an original maturity of three months or less, to be cash equivalents. Restricted cash includes a reserve for collateral in compliance with the cash held related to an escrow account

Accounts Receivable

Accounts receivable consists of:

Constituent/State Nurses Association (C/SNAs) – consist of amounts due from the Association's membership dues assessment, which is based on a conversion factor per full dues paying C/SNA member. The factor is applied to the dues collected by C/SNAs for members and effectively adjusts the dues payments for discounts and payment plans.

Trade – consists of amounts due from the sale of publications, meeting and conference registrations, sponsorships, sales of advertisements, sales of certification and recertification exams and products, Magnet program merchandise sales, site visits, consultation visits, and related products and other miscellaneous activities. Trade receivables also include amounts earned for Magnet and Pathway appraisal programs which have not yet been billed to the customer due to contractual terms. The Magnet and Pathway appraisal programs require an additional upfront payment with the remaining appraisal fee billed to the customer in installments due at future dates ranging from one to three years.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS For the Years Ended December 31, 2024 and 2023

1. Organization and Summary of Significant Accounting Policies (continued)

Accounts Receivable (continued)

Allowance for credit losses is determined based on the Organization's historical loss rate and assessment of the current conditions, reasonable and supportable forecasts regarding future events, and any other factors deemed relevant. The Organization believes historical loss information is a reasonable starting point in which to calculate the expected allowance for credit losses as the customers portfolio have remained constant since the Organization's inception. The Organization writes off receivables when there is information that indicates the debtor is facing significant financial difficulty and there is no possibility of recovery. If any recoveries are made from any accounts previously written off, they will be recognized in income or an offset to credit loss expense in the year of recovery, in accordance with the entity's accounting policy election. The total amount of write-offs was immaterial to the consolidated financial statements as a whole for the years ended December 31, 2024 and 2023. As of December 31, 2024 and 2023, the Organization believes that the allowance for credit losses is adequate.

Grants and Contributions Receivable

Unconditional promises to give that are expected to be collected within one year are recorded at net realizable value and recognized in the period they are pledged. Unconditional promises to give that are expected to be collected in future years are recorded at the present value of their estimated future cash flows. The discounts on those amounts are computed using risk-free interest rates applicable to the years in which the promises are received. Amortization of the discounts is included in contribution revenue. Conditional promises to give, that is, those with a measurable performance or other barrier, and a right of return, are not recognized until the conditions on which they depend have been substantially met.

Inventory

Inventory is stated at net realizable value. Inventory is composed primarily of books, review course materials, magnet merchandise, items held for resale, pamphlets and other publications. Management periodically adjusts the value for slow-moving or obsolete inventory.

Property and Equipment and Related Depreciation and Amortization

Property and equipment exceeding \$5,000 and an estimated useful life of more than a year are capitalized at cost. Depreciation and amortization are computed using the straight-line method over the estimated useful lives of the assets ranging from three to ten years, or in the case of leasehold improvements, the lesser of the useful life of the asset or the lease term. When assets are sold or otherwise disposed of, the cost and related depreciation or amortization are removed from the accounts, and any resulting gain or loss is included in the statements of activities. Costs of maintenance and repairs that do not improve or extend the useful lives of the respective assets are expensed as incurred.

The carrying values of property and equipment are reviewed for impairment whenever events or circumstances indicate that the carrying value of an asset may not be recoverable from the estimated future cash flows expected to result from its use and eventual disposition. When considered impaired, an impairment loss is recognized to the extent carrying value exceeds the fair value of the asset.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS For the Years Ended December 31, 2024 and 2023

1. Organization and Summary of Significant Accounting Policies (continued)

Right of Use Assets and Lease Liabilities

The Organization determines if an arrangement is or contains a lease at inception. Leases, excluding those with terms of one year or less, are included in operating right-of-use assets and operating lease liabilities in the accompanying statements of financial position. The operating right-of-use assets and operating lease liabilities are recognized at the commencement date of the lease agreements based on the present value of lease payments over the lease term using the risk-free discount rate and are adjusted for lease incentives. The operating right-of-use assets are amortized on a straight-line basis over the lease terms and are included in occupancy expense in the accompanying statements of activities. The operating lease liabilities are reduced as cash payments are made under the term of the lease.

Investments

The Organization has investments in cash held for investment purposes, equity securities, and money market, mutual and exchange-traded funds. Investments are recorded at fair value, with gains and losses included in the accompanying consolidated statements of activities. Fair value is the price that would be received to sell an asset or liability through an orderly transaction between market participants at the measurement date. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Unrealized gains or losses are determined by a comparison of fair value at the beginning and end of the year.

Investment in LLC

During 2003, 8515 Georgia Avenue Associates, LLC (the LLC) was organized. The Association, as a member of the LLC, has agreed to jointly own and develop certain real property. The Association contributed \$1,000,000 as its initial capital contribution resulting in a 7% membership interest. The investment is accounted for using the alternative measurement method which is cost minus any impairment, and adjusted for changes resulting from any observable price changes in orderly transactions for the identical or similar investment. Distributions or royalties received are recorded as income at the time of receipt. There was no distribution accrued or received for the year ended December 31, 2023.

In anticipation of the expiration of its office lease, the Association liquidated its investment in the LLC on March 19, 2024 and received \$425,000 for its investment and any outstanding receivables. This reflects a reduction in the fair value of the LLC as a result of depreciating commercial real estate valuations that already existed as of December 31, 2023. As a result, the Association recorded an impairment loss of \$785,000 for the year ended December 31, 2023, which is included in nonoperating items in the accompanying consolidated statements of activities.

Fair Value Measurement

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) Topic 820, *Fair Value Measurement*, defines fair value, establishes a framework for measuring fair value in accordance with GAAP and requires disclosures about fair value measurement for assets and

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS For the Years Ended December 31, 2024 and 2023

1. Organization and Summary of Significant Accounting Policies (continued)

Fair Value Measurement (continued)

liabilities measured at fair value on a recurring basis. The ASC emphasizes that fair value is a market-based measurement, not an entity-specific measurement, and therefore, a fair value measurement should be determined based on the assumptions that market participants would use in pricing the asset or liability. As a basis for considering market participant assumptions in fair value measurement, the ASC established a fair value hierarchy based upon the transparency of the inputs to the valuation of an asset or liability. These inputs may be observable, whereby market participant assumptions are developed based on market data obtained from independent sources, and unobservable, whereby market participant assumptions are developed by the reporting entity based on the best information available in the circumstances.

Financial assets recorded on the consolidated statements of financial position are categorized based on the inputs to the valuation techniques as follows:

Level 1

Financial assets whose values are based on unadjusted quoted prices for identical assets in an active market that the Organization has the ability to access.

Level 2

Financial assets whose values are based on quoted prices in markets that are not active or model inputs that are observable either directly or indirectly for substantially the full term of the asset. Level 2 inputs include among others, quoted prices for similar assets in active market or non-active market.

Level 3

Financial assets whose values are based on prices or valuation techniques that require inputs that are both unobservable and significant to the overall fair value measurement. These inputs reflect management's own assumptions about the assumptions a market participant would use in pricing the asset.

The Organization's assets that were measured at fair value on a recurring basis as of December 31, 2024 and 2023 are disclosed in Note 4 to the consolidated financial statements.

Classification of Net Assets

To ensure the observance of limitations and restrictions placed on the use of resources available to the Organization, its net assets have been classified into net asset groups based on the existence or absence of donor-imposed restrictions. The classes of net assets are as follows:

Net Assets Without Donor Restrictions – Net assets available for use in general operations and not subject to donor restrictions. The governing board has designated, from net assets without donor restrictions, net assets for an operating reserve, special purpose reserve funds and board-designated endowment.

Net Assets With Donor Restrictions – Net assets with donor restrictions represent amounts that are subject to donor-imposed restrictions to be used for various programs or within a specific time period. These donor restrictions can be temporary in nature in

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS For the Years Ended December 31, 2024 and 2023

1. Organization and Summary of Significant Accounting Policies (continued)

Classification of Net Assets (continued)

that they will be met by the Organization's activities or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor stipulated that the funds must be maintained in perpetuity.

Revenue and Support Recognition

The Organization recognizes all unconditional promises to give in the period in which the commitment is made and the value is measurable. Unconditional contributions received are recorded without donor restrictions or with donor restrictions depending on the existence and/or nature of donor restrictions. All unconditional promises to give are considered to be available for use unless specifically required by the donor. Amounts received that are designated for future periods or restricted for specific purposes are recorded as with donor restrictions. When a donor-stipulated time restriction expires or purpose restriction is met, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions.

Unconditional gifts expected to be collected within one year are reported at their net realizable value. Unconditional gifts expected to be collected in future years are reported at the present value of estimated future cash flows. The resulting discount is amortized and is reported as contribution revenue.

A portion of the Organization's revenue is derived from conditional cost-reimbursable federal grants and contracts, which are conditioned upon certain performance requirements and/or the incurrence of allowable qualifying expenses. Amounts received are recognized as revenue when the Organization has met the specified conditions. Amounts received prior to meeting the specified conditions are reported as refundable advances in the consolidated statements of financial position. Amounts recognized under the agreements but not received are included in grants and contributions receivable in the accompanying consolidated statements of financial position.

Credentialing services and programs consist of certification, accreditation and appraisal fees for Magnet and Pathway recognition programs as well as support fees. Certification and accreditation revenue is recognized at the point in time after the assessment or examination is completed, which substantially completes the Organization's performance obligation. Appraisal fees for Magnet and Pathway programs are recognized as revenue at a point in time when the applicant has completed the Magnet and Pathway recognition programs (typically up to 12 months) and the Organization has issued a decision in regards to the applicant's qualifications to be granted the Magnet or Pathway designations. The Magnet and Pathway program support fees are recognized ratably over the shorter of a 12 months period from the application date, or the period from the application date to the date of designation, as support services are available to applicants throughout the recognition program period. As credentialing service fees are typically paid at the time an application is submitted, contract liabilities have been recorded in the accompanying consolidated statements of financial position for any fees paid in advance of satisfying the associated performance obligations.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

For the Years Ended December 31, 2024 and 2023

1. Organization and Summary of Significant Accounting Policies (continued)

Revenue and Support Recognition (continued)

Membership dues are recognized ratably over the membership period since there are no distinct performance obligations and the general member benefits are considered a bundled group of performance obligations that are delivered to members throughout the membership period. Accordingly, dues paid by members in advance of the reporting period to which the dues pertain are reported as part of contract liabilities in the accompanying consolidated statements of financial position.

Products and services are recognized as revenue when products or services are provided to customers. Publication sales are recognized as revenue when publications are shipped to or downloaded by customers.

Conference fees are recognized at the point in time that the event occurs. Accordingly, registration and exhibit fees received in advance of the conferences are recorded as part of contract liabilities in the accompanying consolidated statements of financial position.

The Organization's contract liabilities are short-term in nature and are recognized as revenue in the following year when the performance obligations are met.

Functional Allocation of Expenses

The costs of providing various program and supporting services have been summarized on a functional basis in the accompanying consolidated statements of functional expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited. Salaries and related expenses are allocated across functions based on management estimates of time and effort. Expenses that benefit the entire organization, including business services, marketing, and other general and administrative expenses (technology support, rent and utilities, depreciation, insurance, data processing, general office supplies and telephone), are allocated based on proportional direct expenses.

Measure of Operations

The Organization considers investment return to be an item not included in operations.

Rounding to Thousands

The Organization presents its consolidated financial statements in thousands and as such aggregation of certain amounts include immaterial rounding differences.

Estimates

The preparation of consolidated financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
For the Years Ended December 31, 2024 and 2023

2. Accounts Receivable

Accounts receivable consisted of the following:

	<i>(In Thousands)</i>		
	<u>December 31, 2024</u>	<u>December 31, 2023</u>	<u>January 1, 2023</u>
Trade	\$ 15,687	\$ 11,550	\$ 7,094
Constituent/State Nurses Association	<u>713</u>	<u>765</u>	<u>1,045</u>
Total Accounts Receivable	16,400	12,315	8,139
Less: Allowance for Credit Losses	<u>(151)</u>	<u>(151)</u>	<u>(151)</u>
Accounts Receivable, Net	<u>\$ 16,249</u>	<u>\$ 12,164</u>	<u>\$ 7,988</u>

3. Grants and Contributions Receivable

Grants and contributions consisted of the following as of December 31, 2024 and 2023.

	<i>(In Thousands)</i>	
	<u>2024</u>	<u>2023</u>
Individuals and corporations	\$ 834	\$ 3,073
Federal	<u>516</u>	<u>925</u>
Grants and Contributions Receivable	<u>\$ 1,350</u>	<u>\$ 3,998</u>

Grants and contributions receivable are anticipated to be collected as follows as of December 31, 2024 and 2023:

	<i>(In Thousands)</i>	
	<u>2024</u>	<u>2023</u>
Within one year	\$ 1,346	\$ 3,995
In one to five years	<u>4</u>	<u>3</u>
Gross Grants and Contributions Receivable	<u>\$ 1,350</u>	<u>\$ 3,998</u>

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

For the Years Ended December 31, 2024 and 2023

4. Investments and Fair Value Measurement

The following table summarizes the Organization's assets measured at fair value on a recurring basis as of December 31, 2024, aggregated where applicable by the fair value hierarchy level with which those measurements were made:

	<i>(In Thousands)</i>			
	<u>Fair Value</u>	<u>Quoted Prices in Active Markets for Identical Assets (Level 1)</u>	<u>Significant Other Observable Inputs (Level 2)</u>	<u>Significant Unobservable Inputs (Level 3)</u>
Investments				
Mutual funds:				
Fixed income	\$ 28,686	\$ 28,686	\$ -	\$ -
Equities	19,189	19,189	-	-
Exchange-traded funds	44,414	44,414	-	-
Corporate bonds	1,313	-	1,313	-
Equity securities	20,928	20,928	-	-
Money market funds	<u>843</u>	<u>843</u>	<u>-</u>	<u>-</u>
Investments included in fair value hierarchy	115,373	<u>\$ 114,060</u>	<u>\$ 1,313</u>	<u>\$ -</u>
Cash and cash equivalents	<u>1,147</u>			
Total Investments	<u>\$ 116,520</u>			

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
For the Years Ended December 31, 2024 and 2023

4. Investments and Fair Value Measurement (continued)

The following table summarizes the Organization's assets measured at fair value on a recurring basis as of December 31, 2023, aggregated where applicable by the fair value hierarchy level with which those measurements were made:

	<i>(In Thousands)</i>			
	<u>Fair Value</u>	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Investments				
Mutual fund:				
Fixed Income	\$ 26,782	\$ 26,782	\$ -	\$ -
Equities	20,407	20,407	-	-
Exchange-traded funds	37,923	37,923	-	-
Equity securities	19,064	19,064	-	-
Money market funds	<u>507</u>	<u>507</u>	<u>-</u>	<u>-</u>
Investments included in fair value hierarchy	104,683	<u>\$ 104,683</u>	<u>\$ -</u>	<u>\$ -</u>
Cash and cash equivalents	<u>7,012</u>			
Total Investments	<u>\$ 111,695</u>			

The Organization used the following methods and significant assumptions to estimate fair value:

Mutual funds, exchange-traded funds, equity securities and money market funds – Securities which are traded on a national securities exchange are valued at the last reported NAV or sales price on the last business day of the year.

Corporate bonds – Not actively traded and the estimated fair value is determined by utilizing a yield-based matrix system.

Investment earnings are reported net of related expenses of approximately \$449,000 and \$384,000 for the years ended December 31, 2024 and 2023, respectively. The following schedule summarized the investment return for the years ended December 31:

	<i>(In Thousands)</i>	
	<u>2024</u>	<u>2023</u>
Investment earnings, net	\$ 3,274	\$ 3,014
Realized gains (losses) on investments	4,725	(665)
Unrealized gains on investments	<u>3,242</u>	<u>11,657</u>
Investment Return	<u>\$ 11,241</u>	<u>\$ 14,006</u>

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
For the Years Ended December 31, 2024 and 2023

5. Property and Equipment and Related Depreciation and Amortization

The Organization held the following property and equipment as of December 31, 2024 and 2023:

	<u>(In Thousands)</u>	
	<u>2024</u>	<u>2023</u>
Software	\$ 9,445	\$ 3,310
Computers	477	787
Leasehold improvements	424	4,543
Furniture and fixture	192	2,103
Office equipment	37	744
Work in progress	<u>12,602</u>	<u>4,665</u>
Total Property and Equipment	23,177	16,152
Less: Accumulated Depreciation and Amortization	<u>(4,775)</u>	<u>(9,393)</u>
Property and Equipment, Net	<u>\$ 18,402</u>	<u>\$ 6,759</u>

Depreciation and amortization expense totaled approximately \$2,442,000 and \$1,412,000 for the years ended December 31, 2024 and 2023, respectively.

6. Contract Liabilities

Contract liabilities consisted of the following:

	<u>(In Thousands)</u>		
	<u>December 31, 2024</u>	<u>December 31, 2023</u>	<u>January 1, 2023</u>
Membership dues	\$ 2,057	\$ 2,245	\$ 1,967
Credentialing services and programs	6,568	5,976	5,890
Conference and exhibit fees	660	537	107
Other	<u>391</u>	<u>288</u>	<u>312</u>
Total Contract Liabilities	<u>\$ 9,676</u>	<u>\$ 9,046</u>	<u>\$ 8,276</u>

7. Operating Right of Use Assets and Lease Liabilities

The Association leased office space for its headquarters in Silver Spring, Maryland under the terms of a noncancelable lease agreement that expired on October 31, 2024. In December 2023, the Association signed a new operating lease for office space at 8403 Colesville Road, Silver Spring, Maryland. The lease agreement has since been amended, with the latest amendments made in September 2024. The lease expires 152 months after the lease commencement date of November 1, 2024. The initial base rent is \$81,920 per month. The

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
For the Years Ended December 31, 2024 and 2023

7. Operating Right of Use Assets and Lease Liabilities (continued)

lease agreement contains an escalation provision that increases the annual base rent per year. The Association did not have control and use of the space prior to the lease commencement date.

In addition, the Association has another office lease in Washington, D.C. that expires in June 2032, and the Academy has an office lease that expires on July 31, 2029. Both lease agreements contain an escalation provision that increases the annual base rent per year and rent abatements.

As of December 31, 2024, the Organization's operating right-of-use asset, net of accumulated amortization of \$823,000, was \$12,316,000, and the Organization's operating lease liability was \$12,923,000. As of December 31, 2023, the Organization's operating right-of-use asset, net of accumulated amortization of \$6,910,000, was \$4,455,000, and the Organization's operating lease liability was \$5,741,000.

Operating lease costs for all leases totaled \$3,351,000 and \$3,740,000 for the years ended December 31, 2024 and 2023, respectively, and are included in facilities, equipment, software and insurance in the accompanying statements of functional expenses.

Cash paid for all operating leases for the years ended December 31, 2024 and 2023 totaled \$3,867,000 and \$4,254,000, respectively.

As of December 31, 2024, future minimum rental payments under the operating lease agreements were as follows:

<u>For the Year Ending December 31,</u>	<i>(In Thousands)</i>
2025	\$ 1,369
2026	1,403
2027	1,438
2028	1,474
2029	1,394
Thereafter	<u>9,418</u>
Total	16,496
Less: Present value discount	<u>(3,573)</u>
Lease Liability	<u>\$ 12,923</u>

Other information related to the operating leases were as follows:

	<u>2024</u>	<u>2023</u>
Weighted average remaining lease term	11.41 years	3.27 years
Weighted average discount rate	4.03%	1.39%

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
For the Years Ended December 31, 2024 and 2023

8. Loan Payable

On August 20, 2024, the Organization entered into a master loan and security agreement with its financial institution to provide \$12,500,000 of financing for its new office construction (see Note 7). The term of the loan is ten years and its interest rate is 5.25%, and is secured by the Organization's property and equipment. As of December 31, 2024, the outstanding balance on the loan was \$12,180,000. Interest was \$216,000 during the year ended December 31, 2024, and included as part of property and equipment in the consolidated statement of financial position.

The annual payments on the loan payable are as follows:

<u>For the Year Ending December 31, _____</u>	<i>(In Thousands)</i>
2025	\$ 994
2026	1,047
2027	1,103
2028	1,163
2029	1,225
Thereafter	<u>6,648</u>
Total	<u>\$ 12,180</u>

On August 20, 2024, the Organization also entered into an escrow and account control agreement and established an escrow account into which the loan was deposited by the lender and from which the Organization can drawdown funds to finance the new office construction. As of December 31, 2024, the escrow account has a balance of \$4,224,000 and presented as restricted cash on the consolidated statements of financial position.

9. Commitments and Contingencies

Employment Contracts

During 1994, most non-managerial employees of the Association formed the Association Staff Union (ASU). The contract was renegotiated in August 2018 and expired in April 2021. A new contract was negotiated and ratified in 2022. Under the new contract, severance compensation is based on length of service and ranges from two to twenty weeks, and health coverage is also based on length of service and ranges from two to four months.

Hotel Commitments

The Organization has entered into agreements with hotels for room accommodations and other functions for its meetings to be held subsequent to December 31, 2024. The agreements contain clauses whereby the Organization may be liable for liquidated damages in the event of cancellation. As of December 31, 2024, the maximum potential amount of liquidated damages amounted to approximately \$3,598,000.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
For the Years Ended December 31, 2024 and 2023**

9. Commitments and Contingencies (continued)

Compliance Audit and Government Funding

The Organization has received federal grants that are subject to review, audit and adjustment by various federal agencies for qualified expenses charged to the grants. Such audits could lead to requests for reimbursement to the federal agencies for any expenditures or claims disallowed under the terms of the agreements. The amount of expenditures, which may be disallowed by the federal agencies, cannot be determined at this time, although the Organization expects such an amount, if any, to be insignificant.

In addition, due to federal government's review and potential restructuring of federal funding priorities, there is uncertainty regarding the continuation and amount of future funding from federal sources. The Organization is monitoring policy developments and may need to explore alternative funding sources for its programs to mitigate potential impacts.

10. Net Assets

Net Assets Without Donor Restrictions

The Organization's net assets without donor restrictions are composed of undesignated amounts and board-designated funds. As of December 31, 2024 and 2023, the Organization's net assets without donor restrictions were as follows:

	<i>(In Thousands)</i>	
	<u>2024</u>	<u>2023</u>
Undesignated	\$ 55,720	\$ 51,212
Board-designated:		
Operating reserve fund	57,023	52,955
Special purpose reserve fund	2,268	1,145
Funds functioning as an endowment	<u>1,241</u>	<u>932</u>
Total Net Assets Without Donor Restrictions	<u>\$ 116,252</u>	<u>\$ 106,244</u>

Net Assets With Donor Restrictions

Net assets with donor restrictions were designated for the following purposes or periods as of December 31, 2024 and 2023:

	<i>(In Thousands)</i>	
	<u>2024</u>	<u>2023</u>
Subject to expenditure for specified purpose:		
Foundation program-restricted funds	\$ 10,663	\$ 16,199
ANA nursing scholarships and special awards	380	414
PAC funds	365	389
AAN program-restricted funds	<u>14</u>	<u>27</u>
Total Subject to Expenditure for Specified Purpose	<u>11,422</u>	<u>17,029</u>

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

For the Years Ended December 31, 2024 and 2023

10. Net Assets (continued)

Net Assets With Donor Restrictions (continued)

	<u>(In Thousands)</u>	
	<u>2024</u>	<u>2023</u>
<i>(continued)</i>		
Subject to spending policy and appropriation:		
Original donor-restricted gifts required to be maintained in perpetuity	\$ 5,393	\$ 5,279
Accumulated endowment earnings	<u>3,545</u>	<u>2,638</u>
Total Subject to Spending Policy and Appropriation	<u>8,938</u>	<u>7,917</u>
Total Net Assets With Donor Restrictions	<u>\$ 20,360</u>	<u>\$ 24,946</u>

11. Endowments

Endowments consist of both donor-restricted endowments and board designated quasi-endowment funds. Donor-restricted endowment funds were established for scholarship purposes, and are comprised of funds that the Organization must hold in perpetuity, pursuant to express donor stipulation, as well as the accumulated unspent earnings on those funds. As required by GAAP, net assets associated with endowment funds are classified and reported based on the existence or absence of donor-imposed restrictions, and thus the donor-restricted endowment funds are classified as net assets with donor restrictions. Funds designated for the quasi-endowment fund are without donor restriction and are available for expenditure for any purpose authorized by the Board.

Uniform Prudent Management of Institutional Funds Act

The endowment funds are subject to the Uniform Prudent Management of Institutional Funds Act (UPMIFA). Under UPMIFA, all unappropriated endowment funds assets are considered restricted. The Board of Directors has interpreted UPMIFA as requiring the preservation of the fair value of the original gifts as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Organization considers a fund to be underwater if the fair value of the fund is less than the sum of (a) the original value of initial and subsequent gifts donated to the permanent endowment, and (b) any accumulations to the fund that are required to be maintained in perpetuity in accordance with the direction of the applicable donor gift instrument. The unspent earnings are available for expenditure in subsequent years following appropriation by the Organization's Board of Directors in a manner consistent with the standard of prudence prescribed by UPMIFA to support activities as specified by the donor.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

For the Years Ended December 31, 2024 and 2023

11. Endowments (continued)

Uniform Prudent Management of Institutional Funds Act (continued)

The Organization's endowment investment policy is focused on preservation of capital and amounts are invested in equities, corporate and government bonds, and money market funds. In accordance with UPMIFA, the Organization considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

- The duration and preservation of the fund
- The purposes of the Organization and the donor-restricted endowment fund
- General economic conditions
- The possible effect of inflation and deflation
- The expected total return from income and the appreciation of investments
- Other resources of the Organization
- The investment policy of the Organization

Return Objectives and Risk Parameters

The Organization has adopted investment and spending policies for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment while seeking to maintain the purchasing power of the endowment assets. Endowment assets include those assets of donor-restricted funds that the Organization must hold in perpetuity.

Under this policy approved by the Board of Trustees, the endowment assets are invested in a manner with long term orientation and without undue exposure to risk. The Organization's objective is to generate total investment returns that exceed the US Consumer Price Index by five percent (5%) and the average rates of investment returns shall approximate seven to nine percent annually. Actual experience in any given year may vary from this amount.

Spending Policy and How the Investment Objectives Relate to Spending Policy

Spending rate policy will be five percent (5%) annually based on a three year moving average value of the investment portfolio. Over the long-term, the Organization expects to allow its endowment to grow annually, consistent with the Organization's objectives to maintain the purchasing power of the endowment assets held in perpetuity and to provide additional real growth through new contributions and investment returns.

To satisfy its long-term rate-of-return objectives, the Organization relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yields (interest and dividends) utilizing a strategy of fixed income, equities and cash equivalents in a mix conducive to participation in rising markets and allowing for protection in falling markets within prudent risk constraints. In addition, the Organization utilizes the services of experienced investment managers to achieve its objectives.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

For the Years Ended December 31, 2024 and 2023

11. Endowments (continued)

Spending Policy and How the Investment Objectives Relate to Spending Policy (continued)

The following is a summary of endowment funds for the years ended December 31, 2024 and 2023:

	<u>(In Thousands)</u>		
	<u>Without Restrictions</u>	<u>With Restrictions</u>	<u>Total</u>
Endowments net assets, January 1, 2023	\$ 637	\$ 6,685	\$ 7,322
Contributions	181	286	467
Appropriations	(31)	(170)	(201)
Investment return	145	1,083	1,228
Transfers and other	-	33	33
	<u> </u>	<u> </u>	<u> </u>
Endowments net assets, December 31, 2023	932	7,917	8,849
Contributions	189	114	303
Appropriations	(29)	(119)	(148)
Investment return	149	857	1,006
Transfers and other	-	169	169
	<u> </u>	<u> </u>	<u> </u>
Endowments net assets, December 31, 2024	<u>\$ 1,241</u>	<u>\$ 8,938</u>	<u>\$ 10,179</u>

Funds with Deficiencies

From time to time, certain donor-restricted endowment funds may have fair values less than the amount required to be maintained by donors or by law (underwater endowments). The Organization has interpreted UPMIFA not to permit spending from underwater endowments in accordance with prudent measures required under law. There were no underwater endowments as of December 31, 2024 and 2023.

12. Availability of Resources and Liquidity

The following reflects the Organization's financial assets as of the date of the consolidated statements of financial position, reduced by amounts not available for general use within one year of the consolidated statements of financial position:

	<u>(In Thousands)</u>	
	<u>2024</u>	<u>2023</u>
Cash and cash equivalents	\$ 8,808	\$ 10,291
Restricted cash	4,224	-
Accounts receivable	16,249	12,164
Grants and contributions receivable	1,350	3,998
Investments	<u>116,520</u>	<u>111,695</u>
Total Available Financial Assets	147,151	138,148

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

For the Years Ended December 31, 2024 and 2023

12. Availability of Resources and Liquidity (continued)

	<u>(In Thousands)</u>	
	<u>2024</u>	<u>2023</u>
<i>(continued)</i>		
Less:		
Grants and contributions receivables due beyond one year	\$ (4)	\$ (3)
Accounts receivable due beyond one year	(7,047)	(6,399)
Donor-imposed restrictions:		
Endowment gifts	(8,938)	(7,917)
Other donor restrictions, less grants and contributions receivable due beyond one year	(11,418)	(17,026)
Board-designated amounts	<u>(60,532)</u>	<u>(55,032)</u>
Financial Assets Available to Meet General Expenditures Within One Year	<u>\$ 59,212</u>	<u>\$ 51,771</u>

The Organization structures its financial assets to be available as its general expenditures, liabilities, and other obligations come due. The Organization has a goal to maintain financial assets, which consists of cash and short-term investments, on hand to meet six months of normal operating expenses, which are on average, approximately \$9,750,000 per month. As part of its liquidity management, the Organization invests cash in excess of daily requirements in various short-term investments including mutual funds. The investment portfolio includes amounts invested for long-term purposes. Although the Organization does not intend to do so, amounts from its long-term investments could be made available if necessary. Additionally, the Organization has board-designated net assets that could be available for current operations with Board approval, if necessary.

13. Pension Plan

Defined Contribution Plan

The Association sponsors a defined contribution salary deferral 401(k) plan available to all full-time employees. The Association contributed 4% of annual pay and matched 100% of the first 2% of the participant's contribution and an additional 50% of the second 2% of the participant's contribution. Contributions made by the Association for the years ended December 31, 2024 and 2023, amounted to approximately \$2,435,000 and \$2,308,000, respectively.

The Academy sponsors a 401(k) tax deferred retirement plan for the benefit of its employees. The plan covers all eligible employees, as defined. Plan participants may make voluntary salary reduction contributions up to the maximum amount allowed. Employer contributions are a 100% match up to 3% and a 50% match up to 5% of the employee's salary. Pension expense related to this plan totaled approximately \$59,000 and \$54,000 for the years ended December 31, 2024 and 2023, respectively.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
For the Years Ended December 31, 2024 and 2023

13. Pension Plan (continued)

Defined Benefit Plan

The Association sponsored a noncontributory, defined benefit pension plan that covers eligible employees, inclusive of affiliated entity employees, with benefits to be paid to eligible employees at retirement based primarily upon years of services and compensation rates near retirement. The Association froze the defined benefit plan as of March 31, 2012, after which eligible employees ceased accruing benefits. Effective April 1, 2012, no new participants can be admitted to the frozen plan. Contributions to the plan reflect benefits attributed to employees' services to date. Plan assets consist primarily of equity securities, equity mutual funds and fixed income mutual funds.

On August 1, 2023, the Board of Directors adopted a resolution to terminate the defined benefit plan and on April 30, 2024, the defined benefit plan was terminated. Upon termination of the defined benefit plan, participants became 100% vested in their benefits and plan assets were allocated in a manner consistent with Section 4044 of ERISA. Participant balances were distributed as benefit payments as arranged by the Association with an insurance carrier.

The measurement dates used for the plan are as of and for the years ended December 31, 2024 and 2023. The following tables set forth the plan's funded status and amounts recognized in the consolidated financial statements as of and for the years ended December 31:

	<u>(In Thousands)</u>	
	<u>2024</u>	<u>2023</u>
Accumulated Benefit Obligation	\$ 579	\$ 29,618
	<u>2024</u>	<u>2023</u>
Benefit Obligation at December 31	\$ (579)	\$ (29,618)
Fair Value of Plan Assets at December 31	<u>2,062</u>	<u>31,534</u>
Funded Status**	<u>\$ 1,483</u>	<u>\$ 1,916</u>

**Funded status amount (asset) is included prepaid expenses, pension asset and other assets in the accompanying consolidated statements of financial position as of December 31, 2024 and 2023.

	<u>(In Thousands)</u>	
	<u>2024</u>	<u>2023</u>
Change in Benefit Obligation		
Balance – Beginning of Year	\$ 29,618	\$ 28,810
Interest cost	1,442	1,481
Settlements*	(28,624)	-
Benefits paid	(2,240)	(1,936)
Actuarial loss **	<u>383</u>	<u>1,263</u>
Balance – End of Year	<u>\$ 579</u>	<u>\$ 29,618</u>

* The settlements represent an annuity placement and lump sum distributions made related to the plan termination.

** The actuarial loss in 2024 and 2023 was primarily driven by the decrease in effective discount rate

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

For the Years Ended December 31, 2024 and 2023

13. Pension Plan (continued)

Defined Benefit Plan (continued)

	<i>(In Thousands)</i>	
	<u>2024</u>	<u>2023</u>
Change in Plan Assets		
Balance – Beginning of Year	\$ 31,534	\$ 28,255
Actual return on plan assets	1,392	3,215
Settlements	(28,624)	-
Employer contributions	-	2,000
Benefits paid	<u>(2,240)</u>	<u>(1,936)</u>
Balance – End of Year	<u>\$ 2,062</u>	<u>\$ 31,534</u>
Pension-Related Changes Other Than Net Periodic Pension Cost*:		
Net loss (gain) during the year	\$ 476	\$ (459)
Amortization of net gain (loss)	<u>(476)</u>	<u>459</u>
Total	<u>\$ -</u>	<u>\$ -</u>
Net Periodic Pension Costs Consist of:		
Interest costs	\$ 1,442	\$ 1,481
Expected return on plan assets	(1,486)	(1,492)
Amortization of net loss (gain)	<u>476</u>	<u>(459)</u>
Total	<u>\$ 432</u>	<u>\$ (470)</u>

The following weighted-average assumptions were used to determine net periodic benefit cost for the year ended December 31:

	<u>2024</u>	<u>2023</u>
Effective discount rate	5.14%	5.42%
Effective interest rate	5.07%	5.35%
Expected return on assets	4.91%	5.23%
Rate of compensation increase	Not Applicable	Not Applicable

The following weighted-average assumptions were used to determine benefit obligation for the year ended December 31:

	<u>2024</u>	<u>2023</u>
Effective discount rate	Not Applicable**	5.14%
Rate of compensative increase	Not Applicable	Not Applicable
Measurement date	12/31/2024	12/31/2023

** The plan was terminated effective April 30, 2024. An annuity placement and lump sum distributions took place in November 2024. The only remaining liabilities on December 31, 2024 are the January 2025 monthly payments to retirees (during transition phase from the trustee to the annuity provider) and a premium due to the PBGC to cover unlocatable participants, which was paid in February 2025. As a result, the discount rate is not applicable for these residual liabilities as of December 31, 2024.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
For the Years Ended December 31, 2024 and 2023

13. Pension Plan (continued)

Defined Benefit Plan (continued)

The expected long-term rate of return on plan assets assumption was determined based on current investment policy, historical returns and prospective expected returns for each asset class in the portfolio.

The expected benefit payments for the year ended December 31, 2025 is \$579,000.

Plan Assets

A portion of the investments should be in a cash fund to cover lump sum payments and the expected monthly benefit payments. The target allocation percentages are as follows:

Equity	46%
Fixed income	45%
Alternative and other	<u>9%</u>
Total	<u><u>100%</u></u>

The plan's weighted average asset allocation as of December 31, 2024 and 2023, by asset category, was as follows:

	<u>2024</u>	<u>2023</u>
Equity	-	28%
Fixed income	99%	70%
Alternative and other	<u>1%</u>	<u>2%</u>
Total	<u><u>100%</u></u>	<u><u>100%</u></u>

The fair values of the Organization's pension plan assets at December 31, 2024, by asset class, were as follows:

(In Thousands)

	<u>Fair Value</u>	Quoted Prices in Active Markets for Identical Assets/ Liabilities <u>(Level 1)</u>	Significant Other Observable Inputs <u>(Level 2)</u>	Significant Unobservable Inputs <u>(Level 3)</u>
Defined benefit plan assets:				
Money market funds	\$ 2,045	\$ 2,045	\$ -	\$ -
Alternative and other	<u>17</u>	<u>17</u>	<u>-</u>	<u>-</u>
Total Plan Assets	<u><u>\$ 2,062</u></u>	<u><u>\$ 2,062</u></u>	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
For the Years Ended December 31, 2024 and 2023

13. Pension Plan (continued)

Defined Benefit Plan (continued)

Plan Assets (continued)

The fair values of the Organization's pension plan assets at December 31, 2023, by asset class, were as follows:

	<i>(In Thousands)</i>			
	<u>Fair Value</u>	<u>Quoted Prices in Active Markets for Identical Assets/ Liabilities (Level 1)</u>	<u>Significant Other Observable Inputs (Level 2)</u>	<u>Significant Unobservable Inputs (Level 3)</u>
Defined benefit plan assets:				
Mutual funds:				
Equities	\$ 2,864	\$ 2,864	\$ -	\$ -
Exchange-traded funds:				
Equities	3,132	3,132	-	-
Fixed income	20,702	20,702	-	-
Equity securities	2,582	2,582	-	-
Alternative and other	93	93	-	-
Annuity contract	1,498	-	-	1,498
Money market funds	<u>663</u>	<u>663</u>	<u>-</u>	<u>-</u>
Total Plan Assets	<u>\$ 31,534</u>	<u>\$ 30,036</u>	<u>\$ -</u>	<u>\$ 1,498</u>

The annuity contract in the defined benefit plan consists of a general investment account consisting primarily of fixed income securities which are maintained at historical value. A market value adjustment is estimated annually based on the current market value of transferrable funds. There were no transfers into or out of Level 3 of the fair value hierarchy.

14. Risks and Uncertainties

The Organization invests in a variety of investment types. These investments are exposed to various risks, such as interest rate, market, and credit risk. Market risks include global events which could impact the value of investment securities, such as pandemic or international conflict. It is at least reasonably possible that changes in risks in the near term could materially affect investment balances and the amounts reported in the consolidated financial statements. Additionally, at times during the year, the Organization had funds invested with local financial institutions in excess of the Federal Deposit Insurance Corporation limits. To date, the Organization has not experienced losses in any of these accounts.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
For the Years Ended December 31, 2024 and 2023

15. Income Taxes

The Association and ANCC are exempt from the payment of income taxes under Section 501(c)(6) of the Internal Revenue Code (IRC). The Foundation, the Academy and INRE are exempt from the payment of income taxes under Section 501(c)(3) of the IRC and are each classified as other than a private foundation. The Association, ANCC, Foundation and Academy are all required to report unrelated business income to the Internal Revenue Service and Maryland for the Association, ANCC and ANF. The Academy is required to report unrelated business income to the District of Columbia. The Association, ANCC, ANF and the Academy did not have any significant unrelated business income tax liability for the years ended December 31, 2024 and 2023. Under the provisions of Section 527 of the IRC, political contributions received by the PAC and used for a political campaign or similar purpose are not included in the taxable income of the organization. However, the PAC is subject to tax on the net investment income. The Service Corporation is a for-profit taxable entity.

The Organization adopted the authoritative guidance relating to accounting for uncertainty in income taxes included in FASB ASC Topic 740, *Income Taxes*. These provisions provide consistent guidance for the accounting for uncertainty in income taxes recognized in an entity's financial statements and prescribe a threshold of "more likely than not" for recognition and derecognition of tax positions taken or expected to be taken in a tax return. The Organization performed an evaluation of uncertainty in income taxes for the years ended December 31, 2024 and 2023, and determined that there were no matters that would require recognition in the consolidated financial statements or that may have any effect on its tax-exempt status. As of December 31, 2024, there were years with tax returns that remained open with the U.S. federal jurisdiction and/or the various states and local jurisdictions in which the Organization files tax returns; however, no examinations are currently pending or in progress. As of December 31, 2024 and 2023, the Organization had no accruals for interest and/or penalties.

16. Reclassifications

Certain 2023 amounts have been reclassified to conform with the 2024 presentation.

17. Subsequent Events

In preparing these consolidated financial statements, the Organization has evaluated events and transactions for potential recognition or disclosure through September 3, 2025, the date the consolidated financial statements were available to be issued. Except for final distribution on the defined benefit plan described in Note 13, there were no subsequent events that require recognition or disclosure in these consolidated financial statements.

SUPPLEMENTARY INFORMATION

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

CONSOLIDATING SCHEDULE OF FINANCIAL POSITION

December 31, 2024

(in Thousands)

	American Nurses Association	American Nurses Foundation	American Academy of Nursing	American Nurses Credentialing Center	ANA Political Action Committee	Eliminations	Total
ASSETS							
Cash and cash equivalents	\$ 4,387	\$ 1,642	\$ 957	\$ 1,457	\$ 365	\$ -	\$ 8,808
Restricted cash	4,224	-	-	-	-	-	4,224
Accounts receivable, net	1,199	3	88	14,959	-	-	16,249
Grants and contributions receivable	516	447	137	250	-	-	1,350
Inventory	672	-	5	16	-	-	693
Prepaid expenses, pension asset and other assets	3,062	25	58	465	-	-	3,610
Investments	25,115	19,973	5,616	65,816	-	-	116,520
Grant advances	-	3,212	-	-	-	-	3,212
Operating right of use asset	11,548	-	768	-	-	-	12,316
Property and equipment, net	11,988	-	307	6,107	-	-	18,402
Due from related organizations	42,510	752	-	35,581	-	(78,843)	-
TOTAL ASSETS	\$ 105,221	\$ 26,054	\$ 7,936	\$ 124,651	\$ 365	\$ (78,843)	\$ 185,384
LIABILITIES AND NET ASSETS							
Liabilities							
Dues collected on behalf of Constituent/State Nurses Association	\$ 959	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 959
Accounts payable and accrued expenses	5,389	14	57	2,303	-	-	7,763
Accrued salary, vacation, pension obligation and related expenses	4,164	-	68	-	-	-	4,232
Grants and contributions payable	-	24	-	-	-	-	24
Due to related organizations	36,213	1,044	-	41,586	-	(78,843)	-
Contract liabilities	1,803	-	637	7,236	-	-	9,676
Refundable advances	-	1,015	-	-	-	-	1,015
Loan payable	12,180	-	-	-	-	-	12,180
Operating lease liability	11,734	-	1,189	-	-	-	12,923
TOTAL LIABILITIES	72,442	2,097	1,951	51,125	-	(78,843)	48,772
Net Assets							
Without donor restrictions							
Undesignated	8,352	3,154	5,290	38,924	-	-	55,720
Designated	24,008	1,241	681	34,602	-	-	60,532
Total Net Assets Without Donor Restrictions	32,360	4,395	5,971	73,526	-	-	116,252
With donor restrictions	419	19,562	14	-	365	-	20,360
TOTAL NET ASSETS	32,779	23,957	5,985	73,526	365	-	136,612
TOTAL LIABILITIES AND NET ASSETS	\$ 105,221	\$ 26,054	\$ 7,936	\$ 124,651	\$ 365	\$ (78,843)	\$ 185,384

See independent auditors' report.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

CONSOLIDATING SCHEDULE OF FINANCIAL POSITION

December 31, 2023

(in Thousands)

	American Nurses Association	American Nurses Foundation	American Academy of Nursing	American Nurses Credentialing Center	ANA Political Action Committee	Eliminations	Total
ASSETS							
Cash and cash equivalents	\$ 2,933	\$ 368	\$ 5,900	\$ 696	\$ 394	\$ -	\$ 10,291
Accounts receivable, net	1,320	3	102	10,739	-	-	12,164
Grants and contributions receivable, net	925	2,936	137	-	-	-	3,998
Inventory	502	-	11	18	-	-	531
Prepaid expenses, pension asset and other assets	4,577	10	171	206	-	-	4,964
Investments	19,793	23,874	1,069	66,959	-	-	111,695
Investment in LLC	425	-	-	-	-	-	425
Grant advances	-	2,296	-	-	-	-	2,296
Operating right of use asset	3,554	-	901	-	-	-	4,455
Property and equipment, net	4,449	-	379	1,931	-	-	6,759
Due from related organizations	43,739	713	-	37,211	-	(81,663)	-
TOTAL ASSETS	\$ 82,217	\$ 30,200	\$ 8,670	\$ 117,760	\$ 394	\$ (81,663)	\$ 157,578
LIABILITIES AND NET ASSETS							
Liabilities							
Dues collected on behalf of Constituent/State Nurses Association	\$ 941	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 941
Accounts payable and accrued expenses	1,777	269	50	2,592	5	-	4,693
Accrued salary, vacation, pension obligation and related expenses	4,997	-	64	-	-	-	5,061
Grants and contributions payable	-	24	-	-	-	-	24
Due to related organizations	37,895	1,546	-	42,222	-	(81,663)	-
Contract liabilities	1,667	-	851	6,528	-	-	9,046
Refundable advances	-	833	49	-	-	-	882
Operating lease liability	4,348	-	1,393	-	-	-	5,741
TOTAL LIABILITIES	51,625	2,672	2,407	51,342	5	(81,663)	26,388
Net Assets							
Without donor restrictions							
Undesignated	7,381	2,480	5,481	35,870	-	-	51,212
Designated	22,797	932	755	30,548	-	-	55,032
Total Net Assets Without Donor Restrictions	30,178	3,412	6,236	66,418	-	-	106,244
With donor restrictions	414	24,116	27	-	389	-	24,946
TOTAL NET ASSETS	30,592	27,528	6,263	66,418	389	-	131,190
TOTAL LIABILITIES AND NET ASSETS	\$ 82,217	\$ 30,200	\$ 8,670	\$ 117,760	\$ 394	\$ (81,663)	\$ 157,578

See independent auditors' report.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

**CONSOLIDATING SCHEDULE OF ACTIVITIES
For the Year Ended December 31, 2024**

(in Thousands)

	American Nurses Association			American Nurses Foundation			American Academy of Nursing			American Nurses Credentialing Center	ANA Political Action Committee			Eliminations	Total		Consolidated Total
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	Without Donor Restrictions	With Donor Restrictions	Total		Without Donor Restrictions	With Donor Restrictions	
REVENUE AND SUPPORT																	
Credentialing services and programs	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 64,231	\$ -	\$ -	\$ -	\$ -	\$ 64,231	\$ -	\$ 64,231
Membership dues	18,858	-	18,858	-	-	-	1,927	-	1,927	-	-	-	-	-	20,785	-	20,785
Conference fees	2,353	-	2,353	-	-	-	1,861	14	1,875	17,066	-	-	-	(39)	21,241	14	21,255
Contributions, grants and contracts	2,454	-	2,454	1,318	1,814	3,132	270	81	351	250	-	219	219	(878)	3,414	2,114	5,528
Products and services	1,932	-	1,932	-	-	-	35	-	35	57	-	-	-	-	2,024	-	2,024
Publications sales	1,710	-	1,710	-	-	-	-	-	-	411	-	-	-	-	2,121	-	2,121
Other income	145	-	145	-	-	-	353	-	353	-	-	-	-	-	498	-	498
In-kind contributions	-	-	-	-	-	-	56	-	56	-	-	-	-	-	56	-	56
Net assets released from restrictions:																	
Satisfaction of program and time restrictions	-	-	-	7,220	(7,220)	-	108	(108)	-	-	-	243	(243)	-	7,571	(7,571)	-
TOTAL REVENUE AND SUPPORT	27,452	-	27,452	8,538	(5,406)	3,132	4,610	(13)	4,597	82,015	243	(24)	219	(917)	121,941	(5,443)	116,498
EXPENSES																	
Program Services:																	
Certification	-	-	-	-	-	-	-	-	-	24,612	-	-	-	-	24,612	-	24,612
Products and conferences	2,834	-	2,834	-	-	-	2,007	-	2,007	19,149	-	-	-	-	23,990	-	23,990
Recognition programs	-	-	-	-	-	-	-	-	-	19,732	-	-	-	(39)	19,693	-	19,693
Programs and special initiatives	10,007	-	10,007	-	-	-	-	-	-	-	-	-	-	-	10,007	-	10,007
Member services and programs	9,120	-	9,120	-	-	-	561	-	561	-	-	-	-	-	9,681	-	9,681
Grant award programs	1,725	-	1,725	7,068	-	7,068	1	-	1	-	-	-	-	(688)	8,106	-	8,106
Accreditation	-	-	-	-	-	-	-	-	-	5,367	-	-	-	-	5,367	-	5,367
Services and programs	-	-	-	182	-	182	1,392	-	1,392	-	-	-	-	-	1,574	-	1,574
Contributions to Political Candidates	-	-	-	-	-	-	-	-	-	-	243	-	243	-	243	-	243
Total Program Services	23,686	-	23,686	7,250	-	7,250	3,961	-	3,961	68,860	243	-	243	(727)	103,273	-	103,273
Supporting Services:																	
Governance and general administration	16,351	-	16,351	31	-	31	1,082	-	1,082	454	-	-	-	(190)	17,728	-	17,728
Fundraising	-	-	-	1,067	-	1,067	249	-	249	-	-	-	-	-	1,316	-	1,316
Total Supporting Services	16,351	-	16,351	1,098	-	1,098	1,331	-	1,331	454	-	-	-	(190)	19,044	-	19,044
TOTAL EXPENSES	40,037	-	40,037	8,348	-	8,348	5,292	-	5,292	69,314	243	-	243	(917)	122,317	-	122,317
Change in Net Assets From Operations	(12,585)	-	(12,585)	190	(5,406)	(5,216)	(682)	(13)	(695)	12,701	-	(24)	(24)	-	(376)	(5,443)	(5,819)
NONOPERATING ITEMS																	
Investment return	2,067	5	2,072	793	852	1,645	417	-	417	7,107	-	-	-	-	10,384	857	11,241
Distribution from ANCC	12,700	-	12,700	-	-	-	-	-	-	(12,700)	-	-	-	-	-	-	-
TOTAL NONOPERATING ITEMS	14,767	5	14,772	793	852	1,645	417	-	417	(5,593)	-	-	-	-	10,384	857	11,241
CHANGE IN NET ASSETS	2,182	5	2,187	983	(4,554)	(3,571)	(265)	(13)	(278)	7,108	-	(24)	(24)	-	10,008	(4,586)	5,422
NET ASSETS, BEGINNING OF YEAR	30,178	414	30,592	3,412	24,116	27,528	6,236	27	6,263	66,418	-	389	389	-	106,244	24,946	131,190
NET ASSETS, END OF YEAR	\$ 32,360	\$ 419	\$ 32,779	\$ 4,395	\$ 19,562	\$ 23,957	\$ 5,971	\$ 14	\$ 5,985	\$ 73,526	\$ -	\$ 365	\$ 365	\$ -	\$ 116,252	\$ 20,360	\$ 136,612

See independent auditors' report.

AMERICAN NURSES ASSOCIATION, INC. AND AFFILIATES

CONSOLIDATING SCHEDULE OF ACTIVITIES
For the Year Ended December 31, 2023

(in Thousands)

	American Nurses Association			American Nurses Foundation			American Academy of Nursing			American Nurses Credentialing Center	ANA Political Action Committee			Eliminations	Total		Consolidated Total
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	Without Donor Restrictions	With Donor Restrictions	Total		Without Donor Restrictions	With Donor Restrictions	
REVENUE AND SUPPORT																	
Credentialing services and programs	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 57,949	\$ -	\$ -	\$ -	\$ -	\$ 57,949	\$ -	\$ 57,949
Membership dues	18,072	-	18,072	-	-	-	1,861	-	1,861	-	-	-	-	-	19,933	-	19,933
Conference fees	2,357	-	2,357	-	-	-	1,933	-	1,933	15,091	-	-	-	-	19,381	-	19,381
Contributions, grants and contracts	3,154	-	3,154	1,632	2,552	4,184	428	121	549	-	-	217	217	(801)	4,413	2,890	7,303
Products and services	2,396	-	2,396	8	-	8	36	-	36	317	-	-	-	-	2,757	-	2,757
Publications sales	1,687	-	1,687	-	-	-	-	-	-	409	-	-	-	-	2,096	-	2,096
Other income	4	-	4	-	-	-	414	-	414	22	-	-	-	-	440	-	440
Rental income	432	-	432	-	-	-	-	-	-	-	-	-	-	-	432	-	432
Net assets released from restrictions:																	
Satisfaction of program and time restrictions	-	-	-	8,711	(8,711)	-	121	(121)	-	-	229	(229)	-	-	9,061	(9,061)	-
TOTAL REVENUE AND SUPPORT	28,102	-	28,102	10,351	(6,159)	4,192	4,793	-	4,793	73,788	229	(12)	217	(801)	116,462	(6,171)	110,291
EXPENSES																	
Program Services:																	
Certification	-	-	-	-	-	-	-	-	-	21,191	-	-	-	-	21,191	-	21,191
Products and conferences	2,861	-	2,861	-	-	-	1,943	-	1,943	17,280	-	-	-	-	22,084	-	22,084
Recognition programs	-	-	-	-	-	-	-	-	-	15,505	-	-	-	-	15,505	-	15,505
Programs and special initiatives	8,817	-	8,817	-	-	-	-	-	-	-	-	-	-	-	8,817	-	8,817
Member services and programs	10,797	-	10,797	-	-	-	438	-	438	-	-	-	-	-	11,235	-	11,235
Grant award programs	2,458	-	2,458	8,627	-	8,627	-	-	-	-	-	-	-	(801)	10,284	-	10,284
Accreditation	-	-	-	-	-	-	-	-	-	4,733	-	-	-	-	4,733	-	4,733
Services and programs	-	-	-	58	-	58	1,168	-	1,168	-	-	-	-	-	1,226	-	1,226
Contributions to Political Candidates	-	-	-	-	-	-	-	-	-	-	229	-	229	-	229	-	229
Total Program Services	24,933	-	24,933	8,685	-	8,685	3,549	-	3,549	58,709	229	-	229	(801)	95,304	-	95,304
Supporting Services:																	
Governance and general administration	12,513	-	12,513	12	-	12	918	-	918	422	-	-	-	-	13,865	-	13,865
Fundraising	-	-	-	1,315	-	1,315	650	-	650	-	-	-	-	-	1,965	-	1,965
Total Supporting Services	12,513	-	12,513	1,327	-	1,327	1,568	-	1,568	422	-	-	-	-	15,830	-	15,830
TOTAL EXPENSES	37,446	-	37,446	10,012	-	10,012	5,117	-	5,117	59,131	229	-	229	(801)	111,134	-	111,134
Change in Net Assets From Operations	(9,344)	-	(9,344)	339	(6,159)	(5,820)	(324)	-	(324)	14,657	-	(12)	(12)	-	5,328	(6,171)	(843)
NONOPERATING ITEMS																	
Investment return	3,060	-	3,060	715	1,083	1,798	614	27	641	8,507	-	-	-	-	12,896	1,110	14,006
Impairment loss on investment in LLC	(785)	-	(785)	-	-	-	-	-	-	-	-	-	-	-	(785)	-	(785)
Distribution to ANA for pension contribution	1,020	-	1,020	(40)	-	(40)	-	-	-	(980)	-	-	-	-	-	-	-
Distribution from ANCC	10,128	-	10,128	-	-	-	-	-	-	(10,128)	-	-	-	-	-	-	-
TOTAL NONOPERATING ITEMS	13,423	-	13,423	675	1,083	1,758	614	27	641	(2,601)	-	-	-	-	12,111	1,110	13,221
CHANGE IN NET ASSETS	4,079	-	4,079	1,014	(5,076)	(4,062)	290	27	317	12,056	-	(12)	(12)	-	17,439	(5,061)	12,378
NET ASSETS, BEGINNING OF YEAR	26,099	414	26,513	2,398	29,192	31,590	5,946	-	5,946	54,362	-	401	401	-	88,805	30,007	118,812
NET ASSETS, END OF YEAR	\$ 30,178	\$ 414	\$ 30,592	\$ 3,412	\$ 24,116	\$ 27,528	\$ 6,236	\$ 27	\$ 6,263	\$ 66,418	\$ -	\$ 389	\$ 389	\$ -	\$ 106,244	\$ 24,946	\$ 131,190

See independent auditors' report.